

**PUBLIC WORKS DEPARTMENT  
BUILDINGS AND ROADS BRANCH**

Hissar Circle

The 8th August, 1977

No. 28 HA/63/F-811.—Whereas the Governor of Haryana is satisfied that land specified below is needed by the Government, at public expense, for a public purpose, namely, for the construction of a road Bhattu-Kharakheri road, is hereby declared that the land described in the specification below is required for the aforesaid purpose.

This declaration is made under the provisions of section 6 of the Land Acquisition Act, 1894, to all whom it may concern and under the provisions of section 7 of the said Act, the Land Acquisition Collector, Haryana, Public Works Department, Buildings and Roads Branch, Ambala Cantt. or any other Special Collector, authorised by the Colonization Officer-cum-Special Land Acquisition Collector, Haryana, is hereby directed to take orders for the acquisition of the said land.

Plans of the land may be inspected in the offices of the Land Acquisition Collector, Haryana, Public Works Department, Buildings and Roads Branch, Ambala Cantt. and the Executive Engineer.

**SPECIFICATION**

Name of District	Name of Tehsil	Name of Village	Area in acres	Remarks
Hissar	Fatehbad	Kharakheri	$\frac{5510 \times 80}{9 \times 4840} = 10.12$	As demarcated at site.
Do	Do	Chinder	$\frac{12333 \times 80}{9 \times 4840} = 22.65$	206/1, 235 to 238, 198, 254, 1 to 25, 259, 79/21, 80/21 to 25, 81/21 to 25, 82/21 to 25, 83/23 to 25, 84/3 to 5, 85/1 to 5, 86/1 to 5, 87/1 to 5.
Do	Do	Bhana	$\frac{8462 \times 80}{9 \times 4840} = 15.54$	216, 217, 326, 420, 327 to 419, 254 to 258, 276 to 287, 418, 419, 211, 212, 222 to 225, 188, 192, 193, 194, 104/20 to 23, 103/15, 25, 121/3 to 6, 120/1, 8 to 10, 13 to 16, 119/11 to 17, 20, 118/6 to 15, 111/7 to 15, 110/12 to 22, 109/22 to 25, 116/1 to 3, 117/1 to 5, 7 to 10.
Do	Do	Bhodia Khera	$\frac{8397 \times 80}{9 \times 4840} = 15.42$	138, 151 to 153, 163, 116/6, 7, 14, 15, 17/11, 12, 16 to 20, 24, 25, 18/21, 22, 26/19, 20, 27/8 to 18, 23 to 25, 28/2 to 7, 37/24, 25, 41/11, 12, 17 to 20, 25, 42/1, 25, 43/4, 5, 11 to 25, 37/1 to 5, 38/4, 5, 44/6 to 13, 1, 17 to 25, 35/5, 6, 15, 16, 25.

Name of District	Name of Tehsil	Name of Village	Area in acres	Remarks
Hissar	Fatchbad	Dhand	$10627 \times 80$ 9 × 4840 = 19.52	176, 179 to 189, 56/8 to 12, 57/15, 60/9 to 12, 18, 19, 21 to 24, 71/21, 72/11, 12, 17 to 19, 23 to 25, 73/1 to 10, 14, 15, 74/1 to 10, 84/1 to 3, 6 to 19, 24, 25, 85/11 to 13, 18 to 20, 23 to 25, 86/21, 89/1 to 3.
Do	Do	Banawali	$9971 \times 80$ 9 × 4840 = 18.31	6 to 9, 90/25, 59/1 to 10, 142 to 144, 151 to 160, 173, 61/20, 21, 22, 62/21 to 25, 63/5, 64/1 to 5, 65/1 to 3, 6 to 10, 66/16, 17, 24, 25, 67/21, 22/72/21, 22, 73/11 to 13, 16 to 18, 24, 25, 74/2, 3, 6 to 11, 15, 75/6, 13 to 15, 17, 18, 77/4, 89/1 to 4, 5 to 8.
Do	Do	Kirdhan	$18433 \times 80$ 9 × 4840 = 33.85	254, 292, 294, 298, 210, 299, 702, 154/1, 11, 19 to 22, 155/2 to 11, 13, 156/13 to 15, 17 to 19, 21, 22, 157/24, 25, 163/16, 23 to 25, 153/13 to 18, 23 to 25, 171/4, 5, 172/1 to 7, 173/7 to 10, 12 to 15, 174/11, 12, 16 to 20, 25, 188/1, to 3, 189/5, 6, 169/3 to 5, 170/1 to 5, 164/6, 7, 12 to 15, 18 to 20, 165/1 to 5, 9, 10, 151/21, 22, 152/18 to 20, 21 to 25.
Do	Do	Bhattu	$9315 \times 80$ 9 × 4840 = 17.11	476, 113/7 to 9, 11 to 13, 114/12 to 15, 17 to 20, 115/16 to 18, 21 to 25, 116/23 to 25, 150/21 to 25, 151/15 to 152/6, 7, 11 to 15, 19, 20, 153/4 to 11, 154/10, 1 to 5, 167/1, 168/3 to 5.
Total			$83048 \times 80$ 9 × 4840 = 152.52	

No. 28HA/63/F-812.—Whereas the Governor of Haryana is satisfied that land specified below is needed by the Government, at public expense, for a public purpose, namely, construction of a road Ratia-Rori road to village Hukamanwali road, it is hereby declared that the land described in the specification below is required for the aforesaid purpose.

This declaration is made under the provisions of section 6 of Land Acquisition Act, 1894, to all whom it may concern and under the provisions of section 7 of the said Act, the Land Acquisition Collector, Haryana, P. W. D., B. & R. Branch, Ambala Cantt. or any other special Collector authorised by the Colonization Officer-cum-Special Land Acquisition Collector, Haryana, is hereby directed to take orders for the acquisition of the said land.

Plans of the land may be inspected in the offices of the Land Acquisition Collector, Haryana, P. W. D., B. & R. Branch, Ambala Cantt. and the Executive Engineer.

## SPECIFICATION

Name of District	Name of Tehsil	Name of Village	Area in acres	Remarks
Hissar	Fatehbad	Haroli	7.35 $8000 \times 40$ $\underline{9 \times 4840}$	As demarcated at site. 475 to 477, 5/10, 11, 20, 21, 22, 6/4 to 6, 13/2, 8, 9, 12, 13, 18, 23, 24, 30/3, 4, 7, 14 to 17, 25, 40/1, 10, 11, 19 to 22, 61/2, 8, 9, 12, 13, 18, 23, 24, 73/4, 6, 7, 14 to 16, 25, 74/21, 97/5, 96/1, 10 to 12, 19 to 22, 111/2, 3, 8, 9, 12, 39/5, 6
Do	Do	Hukamanwali	4.40 $4800 \times 40$ $\underline{9 \times 4840}$	148 to 150, 68/3, 4, 7, 8, 14, 16, 17, 24, 25, 79/4 to 6, 15, 80/10, 11, 20 to 22, 85/1, 2, 9, 12, 13, 18, 19, 23, 98/3, 4, 7, 8, 14, 16, 17, 24, 25.
		Total	11.98 $12800 \times 40$ $\underline{9 \times 4840}$	11.75.

B. L. BHANDARI,  
Superintending Engineer,  
Hissar Circle, P.W.D., B. & R. Branch.

LABOUR DEPARTMENT  
The 24th June, 1977

No. 5516-3Lab-77/15286.—In pursuance of the provisions of Section 17 of the Industrial Disputes Act, 1947 (Act No. XIV of 1947) the Governor of Haryana, is pleased to publish the following award of the Presiding Officer, Labour Court, Rohtak, in respect of the dispute between the workman and the management of M/s Shadi Metal Works, Jagadhri:—

BEFORE SHRI MOHAN LAL JAIN, PRESIDING OFFICER, LABOUR COURT, HARYANA,  
ROHTAK

Reference No. 47 of 1976

between

SHRI GURDITTA MAL, WORKMAN AND THE MANAGEMENT OF M/S SHADI METAL  
WORKS, JAGADHRI

AWARD

By order No. ID/AMB/29-C-75/37107-11, dated 27th June, 1975, the Governor of Haryana referred the following dispute between the management of M/s Shadi Metal Works, Jagadhri and its workman Shri Gurditta Mal to this Court, for adjudication, in exercise of the powers conferred by clause (c) of sub-section (1) of Section 10 of the Industrial Disputes Act, 1947:—

“Whether the termination of services of Shri Gurditta Mal was justified and in order? If not, to what relief is he entitled?

The parties put in their appearance in this Court in response to the usual notices of reference sent to them and filed their pleadings giving rise to the following issues,—vide my order, dated 22nd March, 1976.

- (1) Whether the workman had been employed on casual basis to work with the management intermittently as and when the necessity arose.

- (2) Whether the workman was paid off on 17th January, 1975 in full and final settlement of all his claims including that of his reinstatement.

3. As per reference.

I have heard learned authorised representatives of the parties concerned with reference to the evidence led by them. The workman concerned while appearing as his own witness deposed that his services had been terminated by the management with effect from 6th February, 1975, illegally without assigning any reasons. He is on the other hand found to have stated in the notice of demand, dated 14th January, 1975 served by him on the management that the later had terminated his services with effect from 13th January, 1975. This inconsistency on such an important point of fact, itself renders the case of the workman false and unmaintainable. The demand, dated 14th January, 1975 raised on the management in respect of the termination of services of the workman with effect from 6th February, 1975, is premature and the reference made as a result thereof is bad in law and liable to be rejected on this short ground. No findings thus need be given on the issue stated above.

In the result hold that the demand, dated 14th January, 1975 raised on the management by the workman in respect of the termination of his services with effect from 6th February, 1975 is premature and the reference made as a result thereof is bad in law and is unmaintainable and the workman is not entitled to any relief. I accordingly answer the reference while returning the award in these terms.

Dated the 30th May, 1977.

MOHAN LAL JAIN,  
Presiding Officer,  
Labour Court, Haryana,  
Rohtak.

No. 1073, dated the 31st May, 1977.

Forwarded (four copies) to the Secretary to Government, Haryana, Labour and Employment Departments, Chandigarh as required under section 15 of the Industrial Disputes Act, 1947.

MOHAN LAL JAIN,  
Presiding Officer,  
Labour Court, Haryana,  
Rohtak.

The 8th August, 1977

No. 8194-3Lab-77/21941.—In pursuance of the provisions of section 17 of the Industrial Disputes Act, 1947 (Act No. XIV of 1947), the Governor of Haryana is pleased to publish the following award of the Presiding Officer, Industrial Tribunal, Haryana, Faridabad in respect of the dispute between the workman and the management of M/s Telesound India Limited, Ballabgarh.

BEFORE SHRI NATHU RAM, SHARMA, PRESIDING OFFICER, INDUSTRIAL TRIBUNAL, HARYANA, FARIDABAD

Reference No. 177 of 1974

*between*

THE WORKMAN AND THE MANAGEMENT OF M/S TELESOUND INDIA LIMITED, BALLABGARH

Present:

Shri Madhu Sudan Saran Cowshish, for the workmen.

Shri R. C. Sharma, for the management.

AWARD

By order No. ID/FD/74/37003, dated 11th November, 1974, the Governor of Haryana, referred following disputes between the management of M/s Telesound India Limited, Ballabgarh and its workmen to this Tribunal, for adjudication in exercise of the powers conferred by clause (d) of sub-section (1) of section 10 of the Industrial Disputes Act, 1947 :—

- (1) Whether the workmen are entitled to the grant of dearness allowance ? If so, with what details
- (2) Whether the workmen should be supplied with uniforms ? If so, with what details?

On receipt of the reference, notices were issued to the parties. The parties appeared and filed their pleadings. The following issues were framed on 23rd April, 1976 by my learned predecessor.

- (1) Whether the demand leading to the reference has been espoused validly by substantial number of workmen of the union ?

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- (2) Whether the claim statement has not been filed by a proper party?
  - (3) Whether the reference is legally barred,—vide settlement dated 28th September 1970 and 20th September 1971?
  - (4) If not, whether the workmen are entitled to the grant of dearness allowance? If so, with what details?
  - (5) Whether the workmen should be supplied with uniforms? If so, with what details?

The case was then fixed for the evidence of the workmen. The workmen examined Shri Madhu Sudarshan Cowshish their representative and closed their case. The case was then fixed for the evidence of the management. At this stage, the learned representative of the management stated that the Hon'ble the Delhi High Court has appointed Receiver in respect of the properties of the management and the Receiver has taken possession of the said properties. Then the case was fixed for adding Receiver as a party to this case. It was at this stage the learned representative of the workmen withdrew from the reference and gave up the demand for the present because the factory was closed but he reserved the right of the workmen to raise these demands again when the factory re-started functioning. The representative of the management agreed to this. Hence I gave my award that there is no dispute between the parties at present. However, this award shall not debar the workmen from raising these demands in future whenever the factory re-start functioning.

Dated 10th May, 1977.

NATHU RAM SHARMA,  
Presiding Officer,  
Industrial Tribunal, Haryana,  
Faridabad.

No. 484, dated the 21st May, 1977

Forwarded (four copies) to the Secretary to Government, Haryana, Labour and Employment Departments, Chandigarh as required under section 15 of the Industrial Disputes Act, 1947.

NATHU RAM SHARMA,  
Presiding Officer,  
Industrial Tribunal Haryana,  
Faridabad.

No. 8194-3Lab-77/21941.—In pursuance of the provisions of section 17 of the Industrial Disputes Act, 1947 (Act No. XIV of 1947) the Governor of Haryana, is pleased to publish the following award of the Presiding Officer, Industrial Tribunal, Haryana, Faridabad, in respect of the dispute between the workmen and the management of M/s. Telesound India, Limited, Mathura Road, Ballabgarh.

BEFORE SHRI NATHU RAM SHARMA, PRESIDING OFFICER, INDUSTRIAL TRIBUNAL, HARYANA, FARIDABAD.

Reference No. 215 of 1976

*between*

THE WORKMEN AND THE MANAGEMENT OF M/S. TELESOUND INDIA, LIMITED,  
MATHURA ROAD, BALLABGARH.

*Present.—*

Shri Madhu Sudarshan Cowshish for the workmen.

Shri R. C. Sharma for the management.

#### AWARD

By order No. ID/FD/316-D-76/33076, dated 6th September, 1976, the Governor of Haryana, referred the following disputes between the management of M/s Telesound India, Limited, Mathura Road, Ballabgarh and its workmen to this Tribunal, for adjudication, in exercise of the powers conferred by clause (d) of sub-section (1) of section 10 of the Industrial Disputes Act, 1947.

- (1) Whether the grades and salaries of the workmen should be revised? If so, with what details?

- (2) Whether the incentive bonus scheme should be introduced in the factory? If so, with what details?
- (3) Whether the workmen are entitled to bonus @ 8.33% for the year 1974? If so, with what details?
- (4) Whether the workmen of the electrical section should be supplied wooden chairs instead of iron chairs? If so, with what details?

On receipt of the reference, notices were issued to the parties. The case was then set for filling the claim statement by the workmen. On 4th April, 1977 the management stated that the Hon'ble the Delhi High Court had appointed Receiver of the properties of the management and the said Receiver had taken legal and physical possession of the properties of the management. Then the representative of the workmen stated that he shall file an application for adding the receiver as a party. It was at this stage that a settlement was arrived at between the parties. According to the settlement, the learned representative of the management stated that as far as dispute No. 3 was concerned, the management is prepared to pay bonus at the rate of 8.33% for the years 1974 to their workmen provided the workmen withdraw their remaining dispute. The learned representative of the workmen agreed to the statement of the learned representative of the management. He, therefore, withdrew dispute Nos. 1, 2 and 4 but reserve his right to raise these dispute/demands again in future when the factory of the management re-started functioning.

The settlement is fair because the factory of the management had been closed. At least the management is agreed to pay bonus at the rate 8.33% for the year 1974 to their workmen, other demands were not of much importance in view of the closure of the factory. I, therefore, give my award as follows:—

- (1) That the workmen are entitled to bonus at the rate of 8.33% for the year 1974.
- (2) That there is no dispute between the parties at present in respect of dispute Nos. 1, 2 and 4. However, the workmen may raise these demands again in future when the factory of the management re-starts functioning. In view of the settlement the parties should bear their own costs.

Dated the 10th May, 1977.

NATHU RAM SHARMA,  
Presiding Officer,  
Industrial Tribunal, Haryana,  
Faridabad.

No. 485, Dated the 21st May, 1977

Forwarded (four copies) to the Secretary to Government, Haryana, Labour and Employment Departments, Chandigarh, as required under section 15 of the Industrial Disputes Act, 1947.

NATHU RAM SHARMA,  
Presiding Officer,  
Industrial Tribunal, Haryana,  
Faridabad.

No. 8193-3Lab.77/21943.—In pursuance of the provisions of Section 17 of the Industrial Disputes Act, 1947 (Act No. XIV of 1947), the Governor of Haryana is pleased to publish the following award of the Presiding Officer, Industrial Tribunal, Haryana, Faridabad, in respect of the dispute between the workmen and the management of M/s. Hindustan Insulations (P) Ltd., 21-A, N. I. T. Faridabad.

BEFORE SHRI NATHU RAM SHARMA, PRESIDING OFFICER, INSULATION TRIBUNAL, HARYANA, FARIDABAD.

Reference No. 219 of 1976

*between*

SHRI WORKMEN AND THE MANAGEMENT OF M/S HINDUSTAN INDUSTRIES,  
(P) LTD., 21-A, N. I. T. FARIDABAD.

*Present :*

Shri Ram Murti Sharma for the workmen.

Shri S. S. Sahni, for the management.

## AWARD

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By order No. ID/FD/ 1057/38112, dated 6th October, 1976, the Governor of Haryana, referred the following dispute between the management of M/s Hindustan Insulations Private Ltd., 21-A, N. I. T., Faridabad, and its workmen to this Tribunal, for adjudication, in exercise of the powers conferred by clause (d) of sub-section (1) of section 10 of the Industrial Disputes Act, 1947 :—

- (1) whether the grades and scales of pay of the workmen should be revised ? If so, with what details ?
- (2) whether the workmen should be supplied with uniforms ? If so, with what details ?

On receipt of the reference, notices were issued to the parties. They put in their pleadings. On the pleadings of the parties, the following issues were framed on 6th April, 1977 :—

- (1) Whether the demand has been espoused by a considerable number of employces ? (OPM)
- (2) Whether the workmen raised the demands on the management directly ? (OPW)
- (3) whether the demand notice, dated 8th March, 1976 is illegal and unauthorised on the ground that Shri Nazor Mohamad who served the notice had no authorisation ? (OPW)
- (4) Whether industrial workers union had no authorisation or competence to raise the dispute ? (this is no *locus standi*) ?
- (5) Whether Shri R. N. Sharma being the General Secretary of the union has no authorisation or competence to sign and put in the claim statement ? If so, what is its effect ?
- (6) Whether grades and scales of pay of the workmen should be revised ? If so, with what details ? (OPW)
- (7) Whether workmen should be supplied with uniforms ? If so, with what details ? (OPW)

Issues Nos. 1 to 5 were treated preliminary and the case was fixed for the evidence of the parties on these issues on 27th May, 1977. On 27th May, 1977 the case was adjourned for 28th July, 1977 as the representatives of the workmen were busy in election. On 22nd June, 1977 the representatives of the parties made an application that they had settled the dispute but, as the case was fixed for 26th July, 1977, the file be taken up and settlement be recorded. This application was put up on 23rd June, 1977 together with the file of the case. Both parties stated that they have settled the matter. They filed photocopy of the settlement Exhibit M.W.1. The representatives of both the parties admitted the execution of the settlement and that the settlement has been reached of free accord and consent of the parties. They further stated that they were satisfied with the settlement. They also prayed that award be given in terms of the settlement. I have seen the settlement. It is fair and reasonable and in the interest of the workmen. I, therefore, accept the settlement and give my award as per the terms of the settlement and terms of settlement shall form part of the award. The terms of settlement are annexed hereunto.

Dated, the 18th July, 1977.

NATHU RAM SHARMA,  
Presiding Officer,  
Industrial Tribunal, Haryana,  
Faridabad.

No. 631, dated the 28th July, 1977.

Forwarded (four copies) to the Secretary to Government, Haryana, Labour and Employment Departments, Chandigarh, as required under section 15 of the Industrial Disputes Act, 1947.

Dated the 28th July, 1977.

NATHU RAM SHARMA,  
Presiding Officer,  
Industrial Tribunal, Haryana,  
Faridabad.

BEFORE THE LABOUR-CUM-CONCILIATION OFFICER,  
FARIDABAD

Settlement, dated 3rd June, 1977

FORM—H

MEMORANDUM OF SETTLEMENT  
Under section 12(3) of the I. D. Act, 1947

*Names of the parties :*

1. Management of Messrs Hindustan Insulations (P). Ltd.,  
31-A, Industrial Area,  
Faridabad.

2. All the workmen of Messrs. Hindustan Insulations (P) Ltd.,  
Represented through Industrial Workers Union.

*Representing the Management:*

1. Shri Vijay Kumar—Factory Manager.
2. Shri S. S. Saini—Personnel Officer.

*Representing the Workmen:*

1. Shri Ram Murti Sharma.
2. Shri Kanti Parshad Tyagi.
3. Shri Jag Ram Singh.
4. Shri Panna Lal Sharma.
5. Shri Amar Singh Rajput.
6. Shri Giriraj Singh.
7. Shri Raj Karan.

#### SHORT RECITAL

Industrial Workers Union served a notice of demand, dated 8th March, 1977 raising demands for bonus for the years 1974-1975 and 1975-1976 at the rate of 20%. While the conciliation proceedings on the said demand notice were pending, the workmen resorted to a strike during the pendency of the Industrial Dispute No. 219 of 1976 pending before the Industrial Tribunal, Faridabad. Numerous meetings were also held between the parties. The demands of the workmen were discussed and the parties mutually agreed to make subject matter of the settlement, the dispute covered by reference No. 219 of 1976 and the claims contained in application No. 14 of 1977 pending before the Authority of Payment of Wages Act, 1936 regarding reduction of dearness allowances on account of fall in consumer price index. As a result of prolonged discussions and negotiations the parties were persuaded to reach the following settlement.

#### Terms of Settlement

1. That the workmen will call off the strike immediately and will resume their work with effect from 4th June, 1977. The workmen who are not able to join duty immediately will be allowed to do so within one week from 4th June, 1977. It is expressly agreed between the parties that any employee who does not report for duty by 11th of June, 1977 will have no lien on the employment and as such the management shall be under no obligation to take them on duty.
2. That the workmen will be paid earned wages for the month of April, 1977. This payment of wages will be made within 7 days of their resuming work.
3. That the management agrees to pay a sum equivalent to one month's wages as advance, recoverable in 6 equal instalments from the wages starting from June, 1977. Payment of this advance will be recovered from the payment of wages for the month of June, 1977 and onwards.
4. That the management has agreed to grant an *ad hoc* increase to all the workmen at the rate of Rs 30, in the dearness allowance with effect from 1st January, 1977. The workmen accept this amount in full satisfaction and expressly agree that they will have no claim whatsoever with regard to D.A. or pay scale etc., etc.
5. The Present House Rent Allowance and conditions thereof will remain unchanged. The workmen further agree that they will not raise this demand again.
6. The special food allowance of Rs 12 per month being paid separately will continue to be paid as such.
7. The workmen working in the Maintenance Department, Boiler, Generators and Varnish Coating (all inclusive not more than 13 workmen) will be issued two uniforms consisting of one Khakhi Shirt and one Khakhi Pant every year.
8. It is agreed by the Union and the Workmen that the bonus for the year 1976-1977 will be paid in accordance with the payment of Bonus Act, as amended up to date.

9. It is agreed by the workmen and the Union that the demand raised by them with regard to bonus for the years 1974-75 and 1975-1976 is not pressed. It is hereby declared and affirmed by the workmen and the Union that they will not be, therefore, entitled to receive any bonus for these two years nor would they be entitled to raise this demand on the management in future.
10. It is agreed by the workmen and the Union that no wages are payable to the workmen for the strike period, i.e., from the afternoon of 21st April, 1977 till the date of their resuming work. It is agreed by the Union and the workmen that they will not be entitled to raise any dispute in this regard.
11. That in view of this settlement now there is no dispute or claim left against the management. The dispute No. 219 of 1976 shall also be deemed to be settled. It is agreed by the parties that an application shall be made before the Industrial Tribunal, Faridabad along with a copy of this settlement for passing an award in terms of this settlement. Similarly, the claims raised by the workmen,—*vide* their application No. 14 of 1977 pending before the Authority under Payment of Wages Act shall also be deemed to have been settled and the parties shall make an application before the Authority to withdraw the same.
12. This settlement finally settles all disputes/demands/claims of the workmen. It is expressly agreed by the Union and the workmen that they will not raise any demand or dispute having financial implications for a period of one year.
13. That the workmen hereby undertake not to resort to any direct action during the currency of this settlement or thereafter without exhausting the peaceful constitutional means and without giving 14 days notice.
14. In case of any grievance, the workmen should first take up the Personnel Officer and the Works Manager and if no settlement is arrived at as a result of discussions with the Personnel Officer and Works Manager the matter will be proceeded further.
15. The Agreement is made in the spirit of mutual understanding and co-operation, with a view that Industrial Relations in the unit will be made very cordial and long lasting. The Management and the Workmen will make every efforts to improve the working of the Company. The workmen hereby assure and undertake that they will put in their best efforts to improve the productivity so as to make up the loss of production made during the strike period.

The Management assures that they will not victimise any workmen for participating in the strike.

*Representing the Workmen*

1. Ram Murti, Sharma (Sd.).
2. Kanti Parshad Tyagi (Sd.).
3. Jag Ram Singh (Sd.).
4. Panna Lal Sharma (Sd.).
5. Amar Singh Rajput (Sd.).
6. Giriraj Singh (Sd.).
7. Raj Karan (Sd.).

(Sd.). . . . .

R. M. Sharma.

(Sd). . . . "

Vijaykumar.

(Sd). . . . ,

Chait Ram,

Conciliation Officer.

3-6-77

Certified to be true copy

(Sd). . . . "

S. S. Saini,

Personnel Officer.

Signed in Presence

(Sd.).

(Labour-cum-Conciliation Officer, Faridabad).

Date :

Witnesses—

- |                            |                             |
|----------------------------|-----------------------------|
| 1. R. J. M. Bhawani (Sd.). | Deputy Labour Commissioner. |
| 2. B. K. Ejiriwal (Sd.).   | 3-6-77                      |